

### Academic Year 2015-16 Critical Shortage Disciplines for Employment of Retirees

Academic Discipline	Type of Evidence Utilized	Districts Approved
Substitute Teaching - ALL Disciplines	Reported by Districts	All
Early Childhood Education (Pre-Kindergarten)	Federal Shortage List	All
Special Education – All Categories	Federal Shortage List	All
World Languages – Including Bilingual, English as a Second Language, American Sign Language, and Native American Languages	Federal Shortage List	All
Occupational – Therapeutic Services	Federal Shortage List	All
Occupational – Cosmetology	Federal Shortage List	All
Occupational – Hospitality	Federal Shortage List	All
Occupational – Construction Trade	Federal Shortage List	All
Occupational – Public Safety/ Protective Services	Federal Shortage List	All
Occupational – Automobile Technician (NATEF Certified)	Federal Shortage List	All
Occupational – Welding, Brazing, and Soldering	Federal Shortage List	All
Occupational – Graphics and Printing Technology and Communications	Federal Shortage List	All
Occupational – Agriculture, Agriculture Operations and Related Science	Federal Shortage List	All
Occupational – Collision Repair Technician (NATEF Certified)	Federal Shortage List	All
<b>REGIONAL 2015-16 Critical Shortage Disciplines for Employment of Retirees</b>		
	Job Posting and Applicant Information	